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Address Correction Requested

Take Me Out to the Ball Game

It wasn't your typical San Francisco baseball game, except for the chilly Candlestick Park-type weather and the comedy of fielding errors sometimes witnessed by Giants watchers. On September 25 at Rossi Park in the Richmond district, it was easier to catch a cold than a fly ball.

But it was the challenge softball match of the year: "Bill Kerr's Kids" (Hospitals and Clinics Administration) — with their slogan "Brain 'em, Drain 'em, Cost Contain 'em" — taking on the "Bears" (Chancellor's Office/Campus Administration), who in the early innings acted like cubs (not those from Chicago), but later turned into grizzlies.

Final score: 14-13, Kerr's Kids the victors. A bunch of runs, hits, errors and laughs.

Dan Shydler tripled home Dennis Brimhall with the winning run in the botton of the seventh and last inning. The Bears had clawed back from a 13-7 deficit to tie the score in the top half of the inning.

The dramatic ending capped an unusual evening of softball. Kerr's Kids — all 18 of them — came garbed in blue surgery scrubs, masks and hats. (It is not true that operating room staff had to work in coats and ties that day.) The Bears were outfitted in blue and gold Child Care/Study Center T-shirts (adult sizes, of course) and UCSF baseball caps (yes, they do make them!). It was co-ed all the way — now batting, second base*person* Helen Ripple. Nutrition and dietetics supplied frankfurters and other snacks for the players and 50 spectators (they almost outdrew the Giants), but the best hot dogs were on the field. On the sidelines, Budweiser replaced Gatorade as the beverage of champions, and cheerleaders led hurrahs more appropriate for a football game. But, what the heck, it was a lot of fun.

The following were some of the game's highlights (or lowlights):

- Kerr's Kids got off to a fast start, 7-0 after two innings, and Bears' starting pitcher Tom Rolinson's earned run average soared higher than some of the budgets he manages.
- Hitting stars were the Bears' Aure "Lefty" Rodriguez, who drove in five runs with a homer and triple, and Hospital Administration's Karen "Slugger" Akerson, who smacked the ball hard while going 3 for 4.

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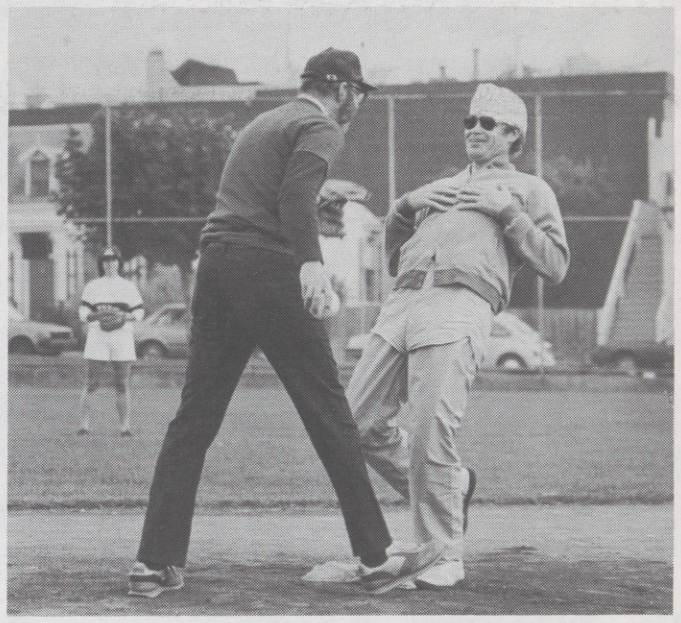

Top: Hospitals' Karen Akerson ready to take a rip while catcher Trent Spradling and umpire Al Kerr look on. Above Dennis Brimhall beats Barry Clagett to second base.

UNITED WAY

The UCSF United Way Campaign begins November 1, and the competition is underway to see which school will have the highest percentage of employee participation. Last year, the School of Nursing achieved the highest participation rate. This year, the three other schools — Dentistry, Medicine, and Pharmacy — have challenged Nursing's lead. Not to be outdone, Hospitals and Clinics staff have challenged the rest of the campus staff employees in

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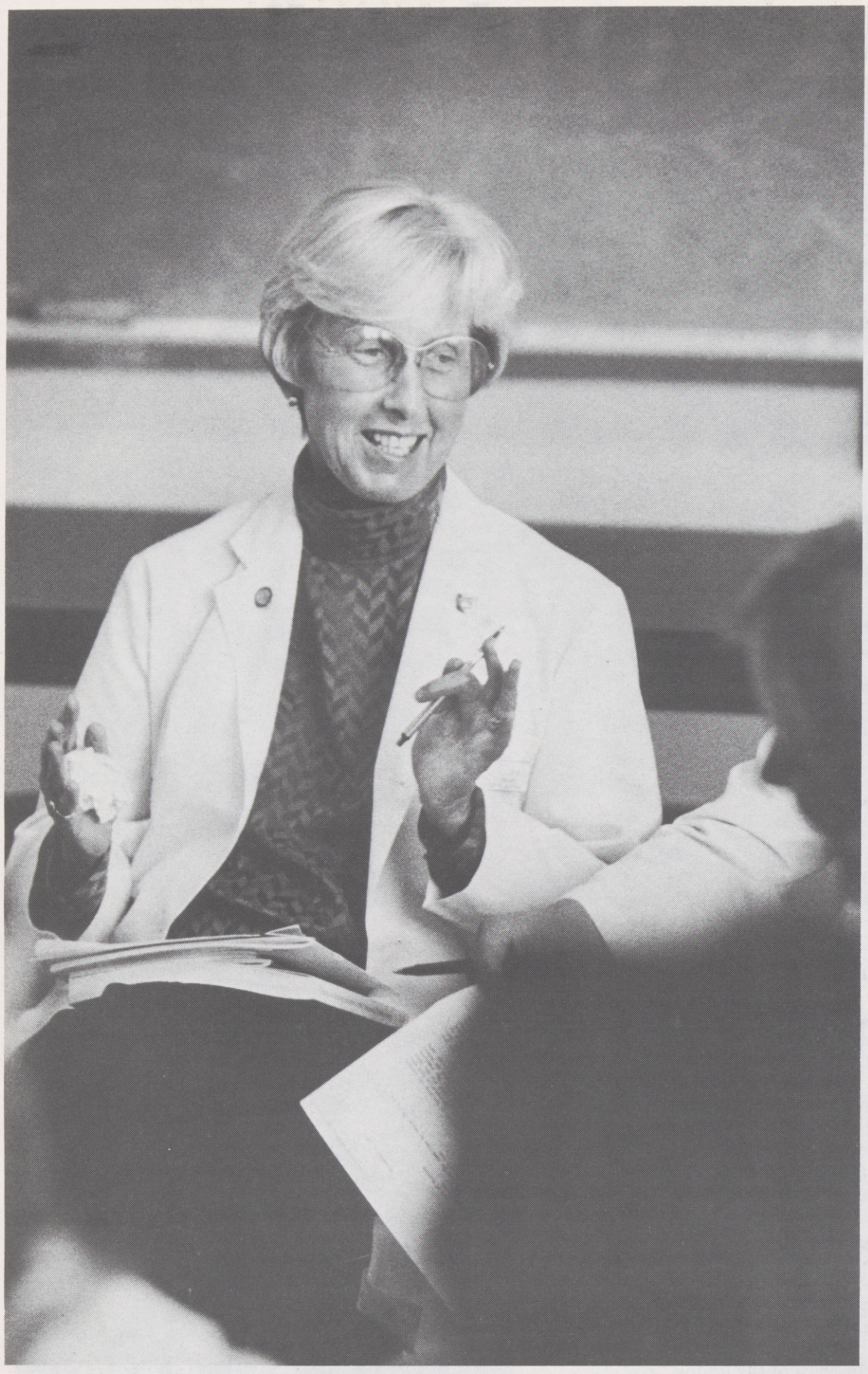
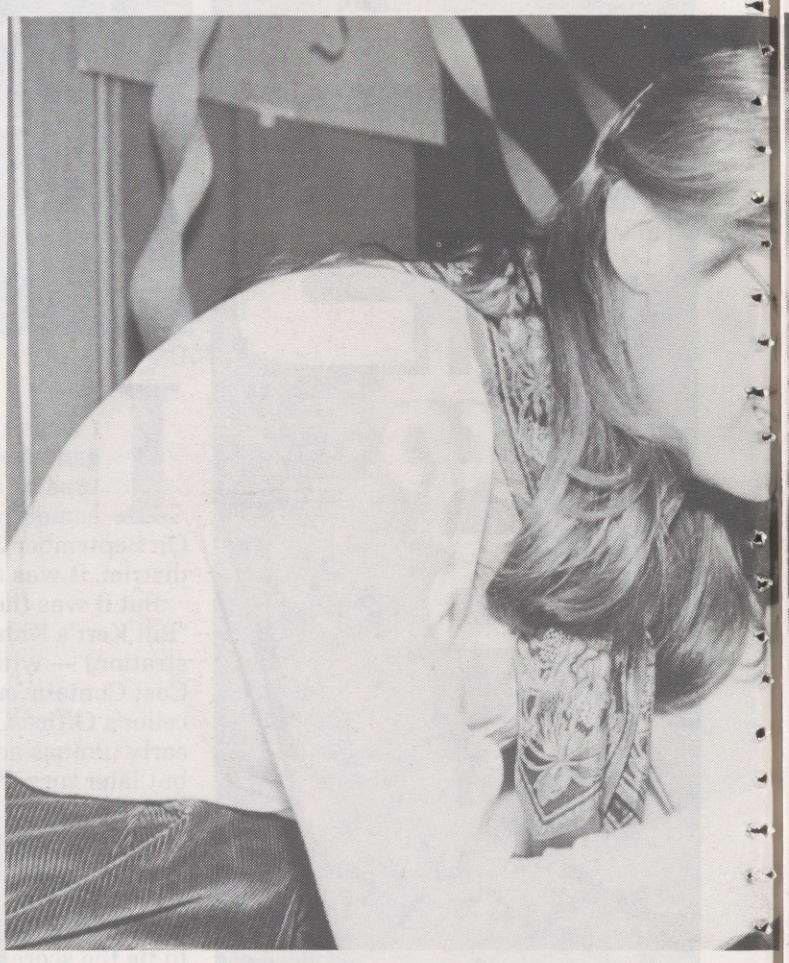


United Way Touches Many People



Above: School of Nursing Dean Margretta Styles, this year's campus United Way campaign chairwoman. Opposite page, clockwise from top, staff who have been helped by a United Way agency: David Bracker of the Office of Public Service Programs; accountant Al Lewis; Laboratory Medicine administrative assistant Florence Jones; and Helen Archer-Duste, head nurse in the Intensive Care Nursery.

When Margretta and Douglas Styles recently celebrated their 31st wedding anniversary, they pledged to reach out and share with others.

Margretta Styles, dean of the School of Nursing, is already making good on that promise as she chairs and spearheads this year's UCSF United Way campaign, which runs from November 1 to 15. "This is an opportunity to make a contribution to a variety of agencies and people," she says. "The United Way touches so many people."

An estimated 1.8 million Bay Area residents — or one in three living in the five counties — use one or more of the 241 United Way agencies. The beneficiaries range from children, who join programs such as the Girl Scouts and Boy Scouts, to the frail elderly with special social and health needs. "Everyone can find in the long list of United Way agencies a service that he or she agrees or identifies with," the dean says. "That's the marvel of it." (For a complete list of agencies, see the *United Way Facts and Agency Directory,* available in your department.)

For Styles — already with an impressive record of public service as a leading nurse, educator and administrator — her active support of United Way is a matter of personal conviction. "Our government doesn't totally intervene in the distribution of our material wealth to the needy. Our tax dollars only partially supply needed services," she says.

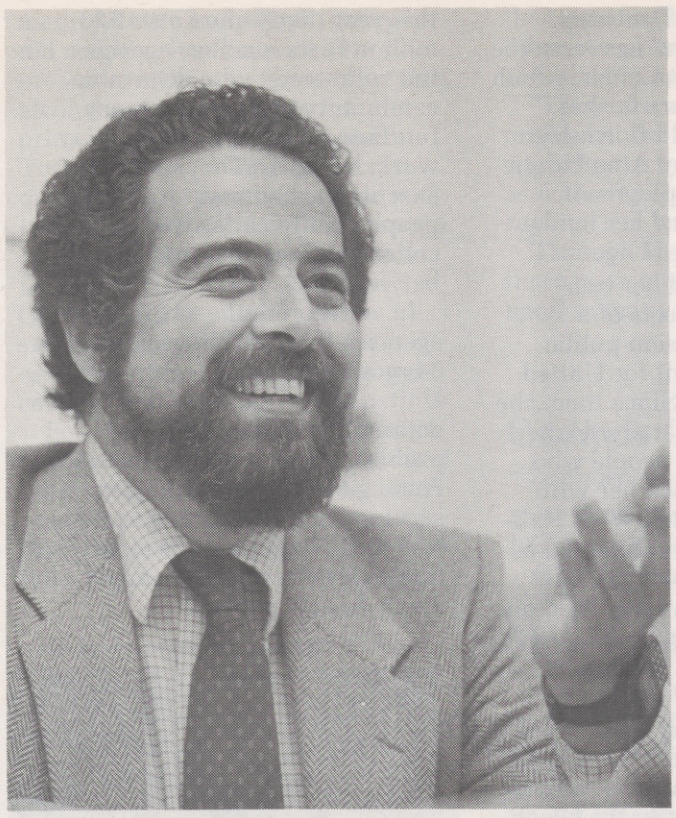
"But United Way is a unique mechanism of our society," Styles says. "Volunteers — people from every walk of life — study the current problems and needs in their communities, and they channel money to a large pool of agencies that they feel will meet those local needs.

"This effort — based on volunteerism — is uniquely American."

Because United Way is governed by volunteers, a low overhead is possible. Less than 10 cents of each dollar go for campaign and administrative costs, she points out. United Way of the Bay Area this year is distributing over $33 million to support human care agencies. Some 400 volunteers donated more than 20,000 hours last year to allocate those funds.

As chair of this year's UCSF campaign, Styles' goal is to see that "a majority of UCSF people will use United Way to give something back to the community."

The campus campaign again emphasizes participation, rather than amount of contribution. "This



Its Impact on UCSF Staff

One in three Bay Area residents is served each year by a United Way Agency. They include the homeless, jobless, ill, disabled and those who need aid and counseling when disaster or hardship strikes. But the beneficiaries also include healthy people of all ages and backgrounds who rely on United Way organizations for childcare, recreation, education and many other programs.

United Way agencies have touched the lives of many at UCSF.

Helen Archer-Duste, head nurse in the Intensive Care Nursey, has been active with the Girl Scouts, a United Way agency for many years, since age seven. "The Girl Scouts, next to my parents, has been the single greatest force in shaping my value system," says Archer-Duste, who each day helps manage the life-saving care of frail infants. "I'm certain that my choosing a helping profession and sense of responsibility to my community came from being a Girl Scout."

Influencing girls to become forces in their communities is one of the goals of the organization. The Scouts, she says, also provides

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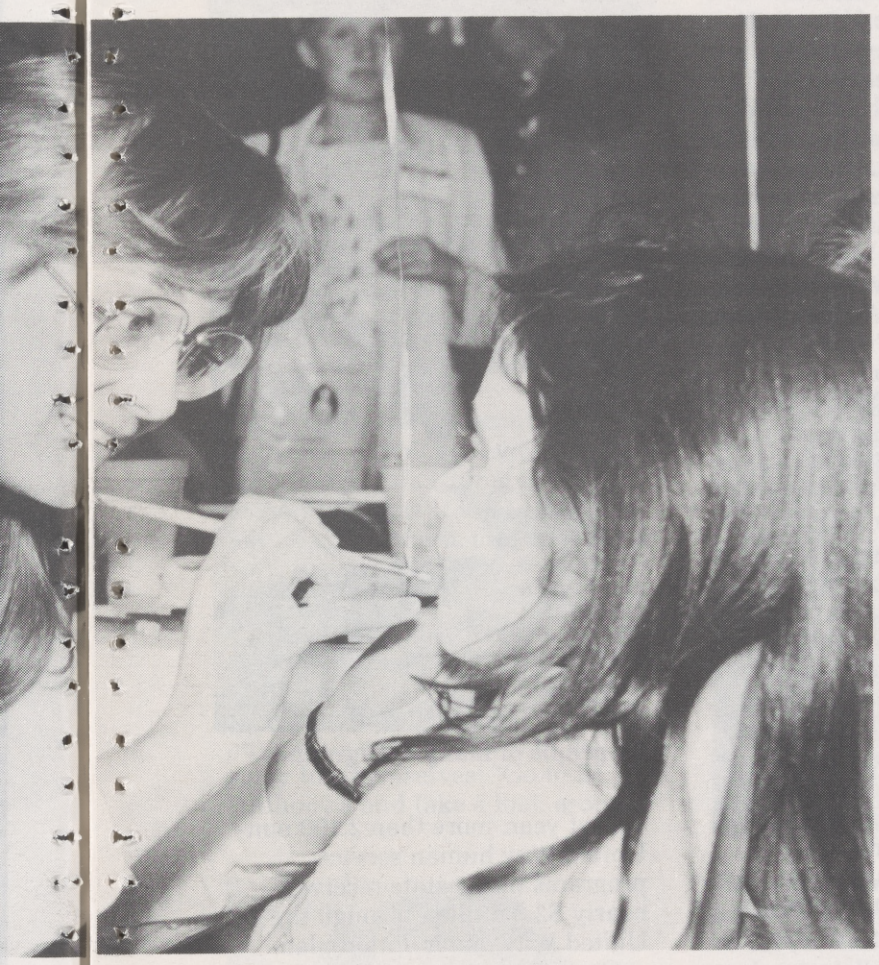
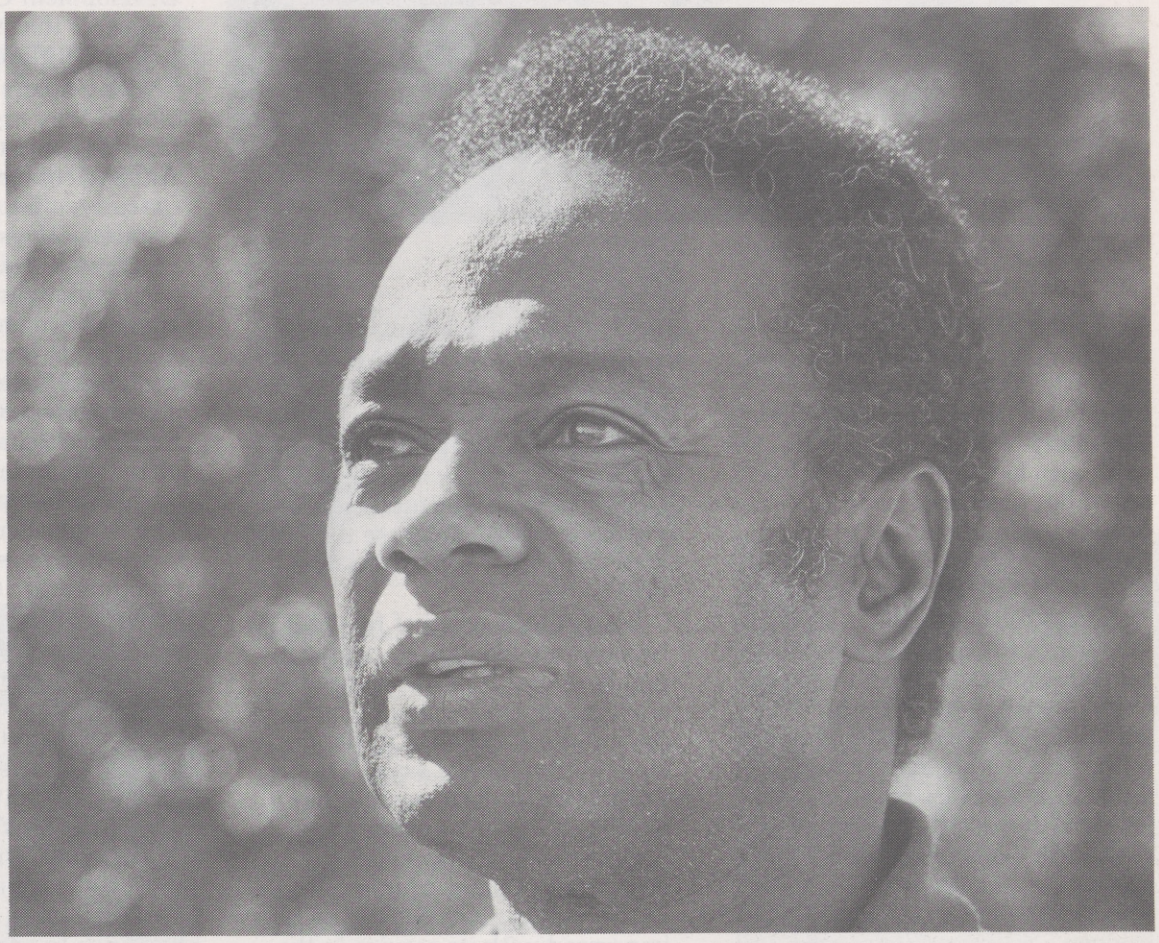




campus is synonymous with caring and concern for others," says Styles. "Supporting United Way is a logical extension of our caring mission."

Employees are asked to give or pledge something to the campaign — at whatever level they can afford. Every gift or dollar helps many, says Styles. Last year, the campus raised $130,000 with 31% of employees participating. The campus this year hopes to boost its percentage of participation significantly.

Hospitals and Clinics have challenged the rest of the campus to top what they believe will be a high employee participation rate, and the School of Nursing, which last year had the highest participation among the four schools, has been challenged by Medicine, Pharmacy, and Dentistry. Displays in the Medical Sciences building lobby and the TV News Update will keep the campus informed of the progress of those races. The sooner the envelopes are turned in, the quicker we can see our progress.

"This is a competitive campus. Many of us have to compete for resources to pursue our interests," says Styles. "Here's an opportunity to compete — in a fun and healthy way — to return resources to the community."

Andy Evangelista

UCSF Employees Helped

Continued from Page 3

United Way agencies aid the young . . .

girls nontraditional experiences — for example, when she was a teen, she spent four days of survival camping in the middle of Minnesota. The many learning experiences, she says, also help girls choose what might be considered nontraditional careers —plumbing and carpentry, for example. "The Girl Scouts is actually a feminist organization."

Today, Archer-Duste is a member of the board of directors of the San Francisco Bay Girl Scout Council. One of her roles is exploding the conservative image of the Girl Scouts as primarily a white, middle-class organization. "In San Francisco we're trying to reach girls we haven't been able to serve because of that image," she says. "We're building transcultural bridges."

And they are making progress. Weekly scout meetings, she says, are now held in neighborhoods such as the Western Addition, Hunters Point and Mission District, where girls and families are showing much interest.

David Bracker, community health program manager in the Office of Public Service Programs, is another product of a United Way agency — Arriba Juntos. The organization provides a variety of service mainly to the city's Hispanic community, and it has served as a training ground for talented people interested in doing community work. In the early 70s, Arriba Juntos took Bracker, who grew up in the Mission, under its wing and had him work with some of its programs.

In addition to coordinating several UCSF community outreach programs, Bracker today heads the board of the North and South of Market Adult Day Health Center. The center is one of seven in the San Francisco Adult Day Health Network, which offers rehabilitation and self-maintenance programs to the elderly. United Way has helped the network raise funds by serving as a convener, coordinator and fiscal agent.

After accountant Al Lewis suffered from back problems this year, he turned to the YMCA for its special exercise and rehabilitation program. Lewis, a 15-year UCSF employee, has been going to the "Y" on Golden Gate Avenue since 1960, and he became a member seven years ago so he could use the gym, pool and exercise facilities on a regular basis.

Many of the users of the YMCA, he says, are like him — people in highly stressful jobs who need a place to release tension. "The 'Y' is an important resource in the community," Lewis says. "On the health side, it does expand the quality of life of working people."

Lewis — who also takes advantage of other courses offered at the YMCA, such as CPR — is impressed with its service in the neighborhood. Located in the Tenderloin, with a large population of Southeast Asians, the YMCA offers special language programs and counseling for that population group. Through the YMCA, Lewis has formed friendships with many of the people in the neighborhood, and he has aided their fundraising efforts held at the YMCA.

Sandi Hall-Robinson, a word processing specialist in the Department of Restorative Dentistry, received help 10 years ago from the Family Development Center, which provided free day care for her daughter so she could finish high school. Later, the Bay Area Urban League provided employment counseling and helped her land a job at UCSF four years ago.

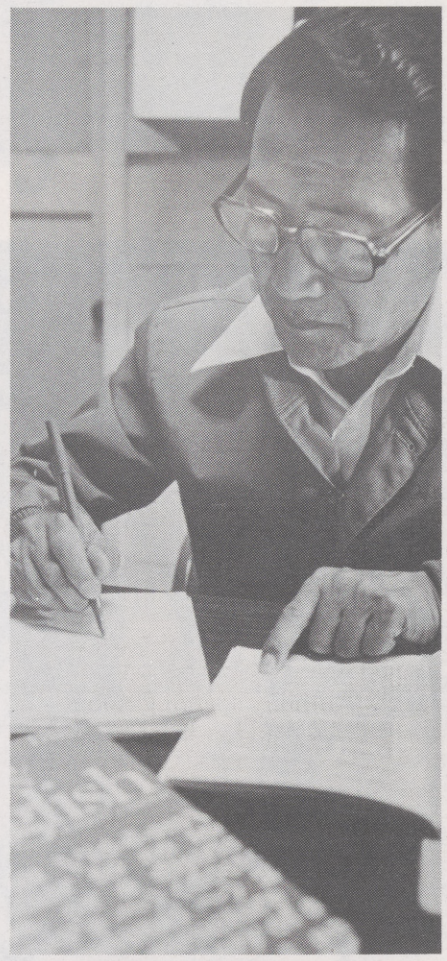
Hall-Robinson and her two daughters were subjects of a widely shown television public service announcement for United Way two years ago. Since then, she has become somewhat of a United Way PR person, and people who recognize her approach her with questions about United Way. Hall-Robinson, who has volunteered as a donor representative for UCSF campaigns and last year served on the board of directors of the Family Development Center, often tells inquirers that their donation goes to many different charities.

Many others at UCSF have used United Way organizations, ranging from day care centers to the Legal Aid Society. Les Andersen, executive director of the San Francisco Boys' Club for over 30 years, says that many UCSF employees who have lived in the Haight have enrolled their children at the club, located at the east edge of Golden Gate Park. Bruce Flynn, a counselor with Personnel's Employee Rehabilitation Services, often refers workers with special problems to United Way agencies. The Family Service Agency makes it possible for eight "foster grandparents" to work in the pediatrics unit and Child Care/ Study Center. That program connects low-income older people with children who benefit from their help and company.

UCSF also refers many of its patients to United Way agencies, including the Visiting Nurse Association, which provides care for those needing health assistance in their homes. The campus also has links to agencies such as the American Heart Association and American Cancer Society, which not only fund research here but also provide social and health services to patients and their families. Many faculty members are active on the board of those two organizations.

Eugene Salazar, associate dean in Student Services, for two years has chaired the United Way of the Bay Area Allocations Committee, which this year distributed over $33 million to its member agencies. It's the volunteers, who determine community needs and agency funding, that make United Way work, he says. "They're business executives, housewives, disabled people, white-collar workers, blue-collar workers and anyone in between."

In addition to the 241 member agencies funded this year, another 34 received special grants after United Way volunteer committees determined there were local problems that needed addressing. Among the 34 were charities serving the disabled, gays and lesbians, Hispanics, the elderly, Southeast Asian refugees and single female parents.



. . . people of many backgrounds

Last year, more than 2,100 non-United Way human service programs in the state received nearly $2.8 million through the United Way donor option plan.

One of those organizations was Liberation House, a recovery program for alcoholics. Located in the Western Addition, Liberation House provides residential and outpatient counseling, job-training, referral and placement services.

Florence Jones, a UCSF administrative assistant in laboratory medicine at SFGH, has been an active member of the board of directors of the Liberation House for several years. Her huband, Curtis, one of the founders and the original chairman of the board in 1973, is a recovered alcoholic who is "giving back" the help he received by counseling other men with the problem.

Contributions to Liberation House through United Way, Florence Jones says, were significant. "When you are approved by United Way to receive money through its donor option plan, it speaks of your credibility," she says.

She feels that Liberation House has been an asset to the com-

. . . the elderly

munity. In its early days, many in the neighborhood opposed its presence, although it was clear that alcoholism was a problem in the primarily black neighborhood. Today, she says, those same residents notice a positive change in the neighborhood and even come to Liberation House to hire someone for handyman work. And, like Curtis Jones, men who have successfully gone through the recovery program are returning as counselors.

For Florence Jones, her participation as an active board member has been an uplifting experience. "I've seen what alcohol has done to black men and black families," says Jones, who married Curtis during the time they both served on the Liberation House board. "Being able to help has been rewarding."

"There are so many social problems, but not everyone has an opportunity to lend a hand and be as active as they would like," she says.

Through United Way, however, there is an opportunity to lend a hand to many.

Andy Evangelista

Campus Campaign

Continued from Page 1

their determination to set a new benchmark for participation.

The theme of UCSF's campaign, which runs through November 15, is participation. Every dollar counts and goes to many charities in the community. (For a complete list of agencies, see the *United Way Facts and Agency Directory*, available in your department.)

Donor representatives from each department will distribute a United Way envelope to each staff employee; faculty will receive their envelopes through their department. Individuals may make a lump sum contribution or authorize monthly payroll deductions to United Way. Note that last year's payroll deduction does not automatically continue and must be renewed for this year's contribution. Employees may choose to designate their contribution to any one of the 241 United Way agencies or, through the donor option plan, to any health service agency in California that has tax-exempt status.

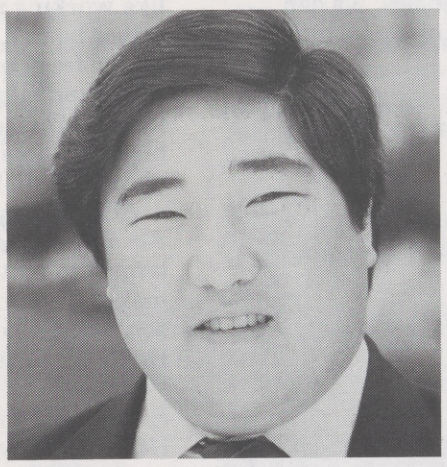
At the annual Holiday Season party in December, trophies will be awarded to the school with the highest participation percentage and also to the winner of the competition between Hospitals and Clinics and the general campus. Remember, your participation counts! If you can't give $50, give $10; if you can't give $10, give $5; if you can't give $5, give $1.

What is your favorite charity?

Flo MacDonald, academic staff assistant, radiology: I volunteer at St. Anthony's Dining Room on holidays and at least two Saturdays a month, clearing tables and giving a helping hand to the elderly and handicapped. St. Anthony's is a true charity. If you're hungry, you can come in out of the cold and eat, no questions asked and no strings attached. My advice to people inclined to feel sorry for themselves: "Go to St. Anthony's and take a look around."

Doug Hamm, transcriptionist, Medical Records: I've never seen anything as sad as the TV films of starving children in Africa, and I was glad that the Africa-USA rock groups were able to raise so much money to help. But there's still a long way to go before the hunger problem is solved. That's why I support the Christian Children's Fund, an organization that can be depended upon to deliver the food where it's needed.

Shelly Wasserman, registered nurse, Kidney Transplant Unit: I've been making donations to the American Heart Association ever since my father died of a heart attach several years ago. Cardiovascular disease can strike people of any age. The Kidney Foundation also deserves support for its work in advancing dialysis and transplants. I had no idea how many lives are touched by kidney disease until I came to work in the Transplant Unit.



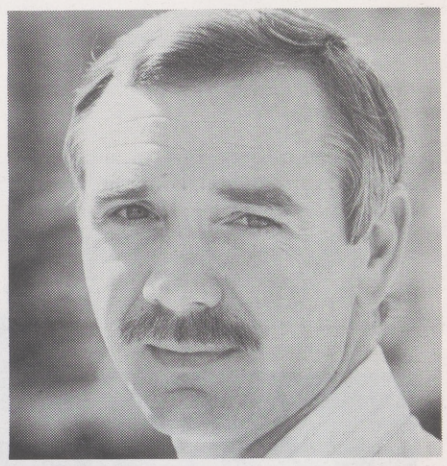
Gary Teragawa, sergeant, campus police: I'm impressed with the work of the American Cancer Society and especially in favor of efforts to clear up the environment and protect people against cancer-causing hazards in the workplace. Both the Cancer Society and the Heart Association are doing a good job of helping people to stay healthy by educating them to the importance of not smoking, watching their diets and getting enough exercise.

Pearlie McCall, cashier, Ambulatory Care Center: The American Red Cross seems to do a lot to help people in trouble especially in disasters, like fires, floods and the terrible recent earthquakes in Mexico. I have friends in Illinois who lost their home in a blizzard several years ago. I don't know what they would have done to put their lives back together if it weren't for the Red Cross.

Lidia Molina, kitchen staff, Nutrition and Dietetics: The Jerry Lewis Muscular Dystrophy telethon is definitely my favorite charity. I have a son and five grandsons and I'm thankful that they're all healthy. It's awful to realize that so many children suffer from diseases like muscular dystrophy. I watch the Jerry Lewis telethon every year and always make a donation. I give to the Disabled American Veterans, too.

Mary Labaja, principal clerk, student affairs, School of Nursing: Although I have to say that St. Anthony's Dining Room is my number one favorite, I'm also moved by the work my church, St. Ignatius, has been doing since it established itself as a sanctuary for refugees from El Salvador. Until they can get settled and find jobs, the church offers them shelter, counseling and the warmth of human compassion they so desperately need.

Kathie Strack, administrative assistant, Proctor Foundation: I think programs to help battered women are meeting a long neglected need. It's important, when life becomes intolerable, for an abused woman to be able to turn to an emergency shelter for moral support and protection. There are two of these shelters in San Francisco: Casa de las Madres and Rosalie House.



George West, admitting worker, registration services: Instead of giving to individual charities, I prefer to support the United Way. I want my money to be divided among as many agencies as possible, and I know the United Way will use the money fairly.

Nester Hall, window washer, Physical Plant: My favorite charity? Are you kidding? It's me! I can't see what all these organizations are doing to help the really needy people in our country. I could be wrong, of course, but somebody is going to have to prove it to me.

Editor's note: The American Red Cross, American Heart Association, American Cancer Society and La Casa de las Madres — all mentioned above — are among the 241 United Way agencies. Readers are reminded that they may designate their contributions to any United Way member agency or any non-United Way human care agency in the state that has tax-exempt status.

Get your contributions in early so we can watch the progress of our UCSF United Way Campaign graphically displayed in the Medical Sciences lobby.

At CED and Oyster Point, They're Still UCSF

A converted, red-brick warehouse in San Francisco's Mission District and the open space environment of a South San Francisco industrial park have become home turf for a sizable number of UCSF employees.

It took a while for some of them to get used to the idea of being at these satellite locations — the Center for Educational Development at 15th and Folsom Streets, with a UCSF population of some 500, and the Materiel Management department, with 80 employees, at Oyster Point. The feeling of isolation from the Parnassus Avenue campus still exists for most, but the employees at CED and Oyster Point have found compensations in working where they do.

The six-story CED building was constructed in 1929 to house a glass manufacturing plant. The building was purchased by the federal government during World War II for use as an Army and Navy warehouse.

Later the government leased the warehouse space to private businesses, and ultimately the building was sold to Far West Laboratories for Educational Research and Development. Since 1977, UCSF has occupied the second, third and fourth floors under a condominium agreement with Far West Laboratories. In addition to the UCSF personnel, there are about 350 others working in the building, including the Far West staff and tenant groups, primarily ethnic organizations.

One asset at CED is the satellite UCSF personnel office, established there two years ago. Bob Rojas, affirmative action outreach coordinator, and his assistant, Illiana Morales, are bilingual in Spanish and English. The office serves UCSF employees at both CED and San Francisco General Hospital as well as processes job applications for members of the surrounding community, which is predominantly minority.

Rojas, who grew up in the Mission District, explains: "Our office is more convenient for many San Franciscans than the central UCSF personnel office. By working with other community agencies, we can make more people aware of the many job opportunities available to them." He points out that the services of his office are much used by UCSF employees at CED and SFGH when they apply for current job openings. In addition to UCSF announcements, the office posts the job announcements of other universities as well as state, federal and city offices. The UCSF Summer Youth Employment program is also administered here.

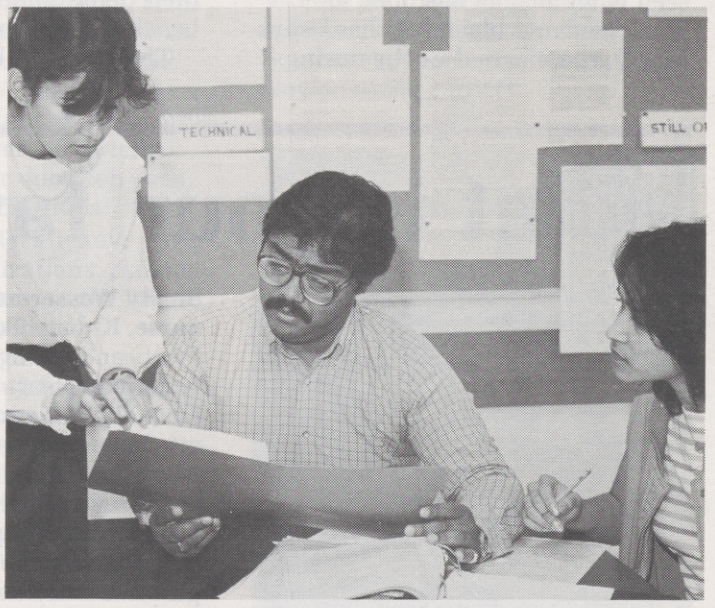
Although longtime UCSF employees now assigned to CED miss being part of the Parnassus campus community, many say they haven't found it too difficult to adjust to the new environment.

"I enjoy it here," says Archie Prestridge, principal programmer, Hospital Information Systems, who moved to CED with his department two years ago after working 18 years on the main campus. "They've done a nice job of remodeling this old warehouse and it's easy to get here by public transportation. The UCSF shuttle van is convenient, too, and although parking is a problem everywhere in the City, it's less difficult to get a parking permit here than on the campus. I like the cosmopolitan atmosphere of this area — there are some wonderful places to eat."

Another 20-year employee, Rodney Smith, principal electronics technician, Educational Media Resources, has been at CED for five years. He commutes from Hayward on BART, which stops at 16th and Mission, just three blocks away.

"The weather is great and the pace is a little slower here," he says, "but one thing that bothers me is the tight security in this building. No matter how long you've been here, you have to check in and out with the guards on the main floor and show them your ID card even when they know you by sight."

Mila DeAsis, supervisor, outpatient accounts, LPPI Financial Department, looks out at a beautiful view of



downtown San Francisco from her high-ceilinged, newly painted fifth-floor office. "It's fun shopping and eating on Mission Street," she says, "but I really don't like working in the middle of an industrial area. I'd rather be in a residential neighborhood where there's lots of fresh air, like UCSF."

The industrial character of the area is beginning to fade. CED is situated on the edge of one of the City's fastest changing neighborhoods — SOMA, the South of Market district.

Al Naklowycz, associate director of finance, Patient Accounts, whose department was one of the first and largest to move to CED, points out: "We've tried to make our own community here by developing some activities we can enjoy as a department — like our Halloween costume party and Easter hat parade."

Naklowysz serves on the six-member CED Condominium Committee, which represents both UCSF and Far West Laboratories. "The committee is working on ways to make this a more pleasant place for employees by improving and beautifying certain areas, including the third floor commons (employees' lunchroom)."

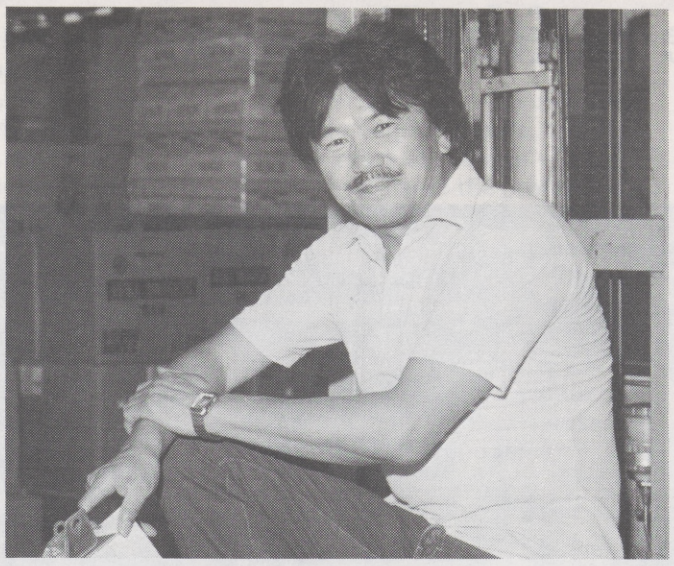
Departments located at CED, in addition to those already mentioned, include Accounting, Professional Fee Billing, Internal Auditing, Hospital Systems, Hospital Accounting, and Publications. Radiation oncology research, Otolaryngology's Coleman Laboratory, Medical Illustration and the Animal Care Facilities also have representatives at CED.

Environmentally, CED and the Materiel Management facilities at Oyster Point are a world apart. The UC-owned, single-story Materiel Management office building, huge warehouse and loading dock are located on Forbes Road in Cabot Forbes Industrial Park, headquarters of a number of prestigious firms. The park, with its abundant sunshine, fresh air, landscaped lawns, flowers and trees, offers a refreshing atmosphere in which to work.

Before the department moved to Oyster Point in 1980-81, UCSF purchasing and storehouse functions were conducted out of a former Ford auto plant at the Port of Richmond. Since the employees were used to dealing with the campus community at long distance, they didn't find it too difficult to adapt to the new location.

Transportation was the biggest problem they had to overcome. There is no public transit serving Oyster Point, and several employees have demonstrated their loyalty to the department by coping with long commutes. Carpoolers include Elizabeth Bogard, senior buyer with 20 years of University service on the Berkeley and San Francisco campuses, Richmond and at Oyster Point.

"This is a very nice place to be. I like the environment here better than any place I've worked, even



Clockwise, from opposite page: Grace Corina in LPPI Patient Accounts and her panaromic view of downtown; Illiana Morales and Bob Rojas advise job applicant at the personnel office satellite; Al Naklowycz, associate director of Finance, Hospitals and Clinics, in the third floor "commons"; Sui Wong at the storehouse in Oyster Point; Reprographics' Martin Leonardo; Materiel Management's Al Avila enjoys lunchtime stroll in Oyster Point's open spaces; and the 56-year old CED building at 15th and Folsom.

department also owns two vans used for transporting employees from San Francisco and the East Bay.

Mary Jane Raggio worked for 15 years in the clinical laboratories at SFGH before joining the Materiel Management department as a buyer nearly three years ago. Although she feels more cut off from campus activities than ever, she likes the open space at Oyster Point. "It's nice to be able to take an outdoor walk at lunchtime and it's a wonderful place for runners." She says that there are two popular deli-type restaurants near the airport and in South San Francisco.

In some ways, working at Oyster Point is more efficient than it was at Richmond. Sui Wong reports that managing the storehouse with its enormous inventory of supplies awaiting delivery to UCSF is easier now that thousands of items can be tracked by computer. "Now we make deliveries in one to two days. At Richmond, where paperwork was done manually, it took three."

Fourteen of the employees working for Materiel Management are members of the Reprographics Department. For two years their printing plant has been operating in a corner of the warehouse.

"It was our second move since 1982," says Reprographics manager Rey Guerrero. "After we outgrew our plant at 32nd and Judah, we moved to CED where our rented space was very expensive, so we moved here. It was hard on some of our people, but an economic necessity." Guerrero points out that a printing estimator and a three-employee Quick Copy

though it means commuting all the way from Hercules in Solano County," Bogard says.

Al Avila, senior stores supervisor and 25-year UCSF employee, commutes from Concord. Sui Wong, warehouse manager, a 27-year UCSF veteran, comes with a carpool from Vallejo. Even Materiel Management manager, Michael Bergdorf, commutes from Novato.

Those who live on the peninsula, like Mary Jane Raggio, a San Mateo resident, have an easy drive to work and plenty of parking when they get there. The Center remain on campus.

Darrell Griffin, a hearing-impaired press operator, has worked for Reprographics for 19 years. Reading lips to answer questions, he said: "At first I was worried about coming here. I didn't know how I was going to get to work from San Francisco, but I was told the van would bring me. I didn't like it here at first, but now I'm used to it, and I'm glad I've been able to go on working with people I've known a long time."

Claire Leeds Wray

The Challenge Softball Game of the Year

Continued from Page 1

- Outstanding defensive plays were turned in by the Bears' Barry "Vacuum" Claggett at second base and Tom "Stretch" Gwyn at first. Hospitals' leftfielder Al "Rally Killer" Naklowycz ran down some long drives off the Bears' bats in the fourth, and shortstop Ron "Oz" Schumacher scooped up every grounder his way.
- The Chancellor's team almost literally lost its pants. Mike "Pull 'em Up Fast" Bergdorf's trousers fell as he rounded first in the seventh inning. After stumbling and some quick hand work, he was able to circle the bases — a very strange home run trot.
- Bears coach Eric Vermillion drove home the tying run, with two outs in the top of the seventh, but Thena Trygstad left him stranded at third when she popped out to end the inning.
- Kudos to umpire Al Kerr, who called balls and strikes while on crutches. Big Al was suffering from fractures in both legs.
- How cold was it? It was so cold, even Al Kerr wore pants.
- The Hospitals team had the ringers, but the Chancellor's squad had the loudest cheering section.

Overall, the game was well played. The 36 administrators and staff who participated showed they aren't bad athletes, and are even good sports. But, be grateful they run the campus better than they play softball.

At 7:30 pm, the fog rolled in as Brimhall crossed the plate with the winner. It was "Miller time," "two-four-six-eight-who-do-we-appreciate," and for the Chancellor's team, "wait till next year."

Andy Evangelista

Clockwise from top left: Who's on first? — Phyllis Hill, coached by Bill Kerr, while first baseman Tom Gwyn waits for the play; Marjie Schumacher and Claudette Johnson lead the cheers for the Bears; the cast of Bear characters; the Hospitals' Ron Williams, Dennis Brimhall and Helen Ripple point out a good play; the Hospitals' team of "surgeons."

PEOPLE

Special Couple

When Chaplain Services head Rod Seeger walked into his own surprise party, he wasn't expecting the champagne, the people or the news that he was one of this year's winners of the Special Performance Award.

His friends, coworkers and wife Sandy — an administrative nurse in radiation oncology — had kept the secret well, and now they were all there to celebrate. Rod was already invited to another suprise party a couple of days later, where he made a point of showing up on time — along with radiation oncology services staff — to toast Sandy for the same achievement. It was the first time that a married couple have received the award the same year. The Special Performance Award is given annually to staff employees who have been at the top of their pay scale for one year or longer and whose performance demonstrates meritorious service.

Both Seegers have devoted their careers to helping others. Sandy, after 20 years of nursing — all at UCSF — still sees the profession as one of "nurturing," and she focuses on patient and family support. Rod joined Chaplain Services 10 years ago after four years as a Lutheran pastor, and his typical day on the hospital floors might include reading scriptures to one patient, counseling another for depression, helping a "brittle and tender" mother of a sick child sift through her own anxiety and bewilderment, and assuring a teenager — "an open, naive but honest young man" — that it's okay for boys to cry.

The Seegers, who met on the job and have been married for five-and-a-half years, pool information, experience and instincts for dealing with patient problems. Sandy's background on health care technicalities is always available to Rod who, says his wife, has "great counseling skills that I can tap into."

The energy they get back from working with people all day may not equal the output, the Seegers agree, and burnout is always a risk. "So," says Sandy, "you need to take care of yourself first if you're going to be there 100 percent for the patients." They renew themselves by hiking, skiing or staying home in Mill Valley, where Sandy gardens and Rod attends to repairs and renovations around the house.

In their work at the hospital, Rod explains, results aren't always clear or immediate. "Often, you don't know whether you've really helped. In gardening or remodeling, you see very quickly where you've really helped."

The Seegers will spend their award money on a long-planned Caribbean cruise, and both say that the recognition is still a surprise. Says Rod, "I can't think of anything I've done that's been exceptional. I just feel that I've been doing my job."

Rod and Sandy Seeger learn a lot from each other about dealing with problems of patients.

He Gets Kicks

If you're looking for a calmer lifestyle, try karate. At least that's what Al Conde says after three years of training in the Korean martial arts.

Conde, a senior electronics technician in the Department of Physiology, will be testing for his black belt in Korean martial arts next month. He says that the combination of physical discipline and spiritual awareness have done away with the old aggressive impulses and changed his approach to whatever he's doing, be it designing circuits in the physiology department, improvising a jazz solo on the keyboard or searching out a parking place in the center of town.

In sparring with an opponent, Conde varies his style between the go-for-the-chest *tae kwon do* (the Korean karate) and the nonviolent, freer-flowing *hap ki do*, in which "you attack his life force." He explains: "Instead of countering with a kick or a jab, you might shift so that he falls. You're redirecting his energy and using power against him."

Conde works out several times a week and says that acquiring the physical basics is the first step in mastering a punch, grab, flip or flying kick. So, every practice session begins and ends with a meditation period, when students hone their techniques by dwelling on details of correct position, breathing, guard or stance. When the mental exercise is done the way it should be, he says, "you hear the snap of your kick and the rustle of your clothes."

But perfecting a set of combat skills is only one reason for this type of intense concentration, says Conde, whose black-belt test will include a 24-hour dawn-to-dawn meditation and a thesis on the impact of martial arts' philosophy on his life. "Students and masters are also continually probing their understanding of themselves and tapping the human spirit."

The mix of technique and insight eventually becomes a way of life, says Conde, who now calls himself "a completely different person."

"I have a whole different attitude toward the world and how I fit into it," he says. "I don't have to prove anything anymore. I know within myself what I'm capable of.

"And that's all that's necessary."

Michele Liapes

Al Conde, who has developed an inner peace through the martial arts, will test for his black belt next month.

GAZETTE

CAMPUSWIDE

Easy Riding on the Shuttle

Campus shuttles between UCSF and SFGH, Aldea or Berkeley may be a convenient transit alternative for employees, staff and students who are making a quick, single trip. But what's it like for the 14 men and two women who sit behind the wheel for up to eight hours a day?

"It can be a stressful job," says Lee Clark, assistant transportation manager. "I always tell a new driver that a busload of passengers can sometimes feel like 20 supervisors watching you. In one way, you're responsible for their lives."

But neither passengers, problems of the road or unpredictable automobile drivers seem to bother Pat Mulroy on this particular mid-morning ride via Shuttle A to SFGH. Mulroy has been a UCSF driver for four years and, like the others, has a class-two drivers license and previous work experience operating a vehicle.

Today, he swings the bus smoothly around a pile driver in the middle of Carl Street and cruises at 15 mph through the side streets of Buena Vista Heights. "There's a lot of construction everywhere," he explains. So, depending on conditions, he is free to vary his route to avoid construction, congestion or a long three-way light. The only restriction SFGH shuttle drivers have is to spare their vehicles the wear and tear driving up or down the 17th Street hill.

Shuttle driver Donna Castelli greets passengers with a smile.

Mulroy continues at the same easy pace through the Mission toward SFGH. None of the half dozen riders notice as he brakes in mid-intersection for the Honda making a sudden left turn in front of the bus. Mulroy keeps calm. He seems, even, to have been expecting it. "I know where the bad spots are," he says.

Unruly drivers, surprise obstacles and wayward pedestrians are all part of the job, other shuttle drivers agree. Michael Dow routinely lets aggressive drivers go ahead and calls it "shuttle diplomacy." Substitute Muriel Dawkins plays classical music en route and part-time driver Donna Castelli gets more out of her job by greeting passengers with a smile.

"If you're going to drive for a living," says Castelli, "attitude is everything." She shuttles 20 hours a week for UCSF and works evenings for Bay Area Outreach in Berkeley, providing emergency transport for disabled people. In both jobs, she says, "You have to take it easy, no matter what. It makes my job easier, me friendlier and my passengers happier. And *that* makes *me* happier."

Shuttles operate regularly to CED-SFGH, Aldea-Laguna Honda and the Berkeley campus. New buses have been added to improve and expand service. Current schedules are posted at the shelter on Third and Parnassus. Transportation manager Jim Wood is currently developing and revising timetables that will include service to UCSF-Laurel Heights in the near future.

Michele Liapes

Child Center Thanks Friends

It was a landmark year for UCSF's Child Care/Study Center, which for the first time in its five-year history, is on its way out of a long and weighty debt.

The Department of Family Health Care Nursing, which coordinates the research and education at the model worksite center, hosted a reception this summer in honor of the Friends of the Child Care/Study Center, whose 80 members have raised $200,000 in contributions, plus an additional $91,000 in pledges. When pledges are in, within the next three years, the resources will be enough to pay off the center's accumulated operating deficit and the original building construction loan.

The reception was preceded by the First Annual Lecture on Day Care. Yu-Mei (Yu) Chao of the National Taiwan University, who was this year's Lucile P. Leone Distinguished Professor of International Nursing, spoke about the family in Taiwan. The dedication of the first lecture to the Friends of the Child Care/Study Center was an official recognition of their steady support, says Bonnie Holaday, assistant professor of family health care nursing and chair of the center's academic advisory committee. "It was our way of saying thank you."

A House Becomes a Home

The first of an earmarked row of UCSF houses became a home again early this month when five members of the School of Pharmacy fraternity Phi Delta Chi moved into 1320 Third Avenue.

All of the campus-owned houses on the east side of Third Avenue between Irving and Parnassus are scheduled to be reconverted from offices to student housing over the next several years.

The new Phi Delta Chi house, which has five rooms plus a kitchen, two-and-a-half baths and washers and dryers, will also be the official site for meetings and get-togethers. "We were the only fraternity on campus that didn't have our own house," says Brian Dahl, president of the 60-member organization, which has been using a nearby flat as its center for the past three years.

Two other University-owned homes, at 24 and 30 Kirkham Avenue, have also been refurbished — each with a new downstairs studio, which will be available for rental to campus visitors on a short-term basis. Homes scheduled for refurbishing in the next two months include an art deco home at 1468 Fifth Avenue, two single-family Victorians at 1454 and 1490 Fifth Avenue, and a five-bedroom home at 1350 Third Avenue.

All homes on Fifth Avenue and Kirkham will be rented to faculty.

AUXILIARY/VOLUNTEERS

Gift Shop volunteers Syd and Millie Gilchrist.

Husband and Wife Team at Gift Shop

Plans are under way for a new, expanded hospital gift shop, which will open early next year. New lines of merchandise will include children's toys and games, baby clothes, quality cards and stationery, hand-blown glass bears and other designer gifts.

On board to help with the planning are husband-and-wife team of Syd and Milly Gilchrist. Syd, who recently retired as a business manager with United Airlines, is already managing the storeroom one day a week, and Milly will be designing gift displays. Both Gilchrists are native Californians, who are resettling in San Francisco after 30 years in different parts of the country. They spend the rest of their time volunteering at the city zoo's animal resource center, remodeling their 11th Avenue house (Milly's birthplace and family home) and going camping to reacquaint themselves with the northern California outdoors.

The gift shop has always had an *esprit de corps* that makes it a rewarding place to work, according to September's "volunteer of the month" Grace Kelly. For the past nine years, she has been spending two mornings a week at the cash register, where she has a smile and a friendly word for all customers. Other volunteers of the month for this past quarter were Connie Quail (October) and Marcuse Magallanes (August). Quail brings 27 years of career experience as a secretary for the VA hospital administrator to the pathology department, where she has donated more than 400 hours of filing, sorting and retrieving information. Magallanes, a premed student at UC-Berkeley, joined the abdominal surgery unit during last summer's student volunteer program, so that he could "see the human side of medicine."

NURSING SERVICES

Success After 16 Years of Will Power

Clinical nurse Anita Figueroa in the neurosurgery unit.

Whether she was doing laundry for a living in the Mission, making beds for UCSF Hospital's housekeeping services or working the night shift as a nurse's aide, Anita Figueroa saw it as one more step toward what she wanted — a nursing career in the United States.

"I had to do a lot of things I didn't like," Figueroa says of the 16-year climb to her new job as clinical nurse on Moffitt/Long's neurosurgery floor. "But I always knew it wouldn't be forever."

Figueroa left her native Peru — where she was a head nurse in one of Lima's major psychiatric facilities — to advance her career in this country. She entered on a student visa planning to work and study, until she found that she was ineligible for a nursing position because of US licensing restrictions.

Then there was the language barrier. But Figueroa, who spoke no English, had made up her mind to stay. She found her first job in 1970, as a live-in baby sitter/housekeeper, through a local Spanish language radio station. The weekly pay of five dollars, she says, was just enough for bus fare to and from her night school English classes.

A year later, she applied for work at UCSF and was hired right after she was interviewed by housekeeping services. The supervisor recruited an interpreter to tell her that she had the job. In fact, says Figueroa, English was turning out to be "more important than anything." For the next year-and-a-half, she came to UCSF to make beds every morning at 6:30 and left every afternoon for English classes that continued through the evening.

But English wasn't easy to learn without a chance to practice out of class, so Figueroa transferred, at a pay cut, to patient escort services for some needed contact with people.

It was the right move. Soon she could speak and understand the sounds around her, and she went on to her next job as a nurse's aide. She started on the night shift, which she says was really rough, transferred three years later to the day shift and began studying for her Licensed Vocational Nursing examination. She failed the first time, passed two years later, joined the staff on neurosurgery and hit the books again.

Figueroa received her RN degree last spring but says that she couldn't have done it this time without the tutoring and support of her husband of 18 months, Fred. And is the new career worth the 16 years of effort? "It's varied, challenging and rewarding, especially the work with demanding or difficult patients. But none of it is new," she answers. "Being a professional in nursing again," she says, "is just being me again."

Still, for Figueroa, this isn't the last stop. Future directions might be nursing administration, community nursing or UCSF's new program of primary nursing.

"There may be opportunities here," she says. "People in this country are free to do what they want. If you set a goal for yourself, you can get it."

Michele Liapes

RECREATION

Options at MU for UCSF Retirees

A special "60+" fitness class, water aerobics, Scottish country dancing, personal growth workshops and excursions to the wine country or the discount fashion outlets are just some of the options Millberry Union offers UCSF retirees and older employees.

The twice-weekly 60+ fitness class is especially tailored to seniors. Through a varied program of "non-impact" exercises, such as stretches, aerobic walking and isolated rotations of shoulders and hips, participants strengthen their muscles and cardiovascular systems while maintaining joint flexibility. Other MU classes in low-stress bodywork include water aerobics, tai chi movement and yoga.

But the opportunities aren't limited to exercise. People of all ages meet regularly for rhythm, movement and fun at Scottish country dancing, swing and beginning ballroom. Classes in skills development and personal growth range from speed reading and how to win on Wall Street to relationship workshops and a "looking good" series. Also, retirees are now eligible for discounts to all Millberry films, concerts and other Committee for Arts and Lectures programs.

Retirees are welcome to join any of MU's scheduled outings, and the recreation staff is available to help them set up their own. Possibilities are endless, according to program director Pati Kuziomko, but favorites for all age groups include whale watching off the Farallones, wine tasting in the Napa Valley and bargain-hunting at the high-fashion factory outlets south of Market.

Elaine Shefied, a student in "60+" fitness class.

People can be as active as they want to be, says Kuziomko, and MU needs volunteers who will exchange their time and energy for free classes, a membership or access to the pool and gym. "The retirees have a wealth of experience to share with the rest of us," she says. "They know the inroads of the system, and they can be role models for the other employees."

Fifty MU memberships are now available to retirees. Benefits include access to the pool and other gym facilities; discount rates on classes, activities and outings; and use of the music practice room, TV rooms and game areas. The fee is $42 a quarter.

Runners Place in Corporate Challenge

UCSF runners made their impact on the corporate world when both the co-ed and women's teams placed in San Francisco's Third Corporate Challenge on August 20. Approximately 260 Bay Area corporations and employers competed in the 3.5-mile evening race through the streets and alleys of the Financial District.

The co-ed team came in sixth, with a time of 1:12:09, and the women's team was seventh at 1:22:54. Team scores were computed by totaling the top four times for the co-eds and the top three times for the women.

UCSF participants were: Joan Colman, Paul Findell, Rodney Lee, Hilary Naylor, Janice Leong, Charlene Bayles, Peter Juenemann, Jimmy Choy, Randi Isaacs and Tony McDonagh.

The Corporate Challenge is a nationwide event that started in New York eight years ago and has spread to major cities throughout the country. A national championship is held every fall, and Millberry Union recreation supervisor Alan Tower, team captain for the UCSF contingent, is optimistic about the prospects for 1986. "Our three top male runners had to drop out this time because of injuries and other commitments," he explained. 'We'll have a much better shot next year.'

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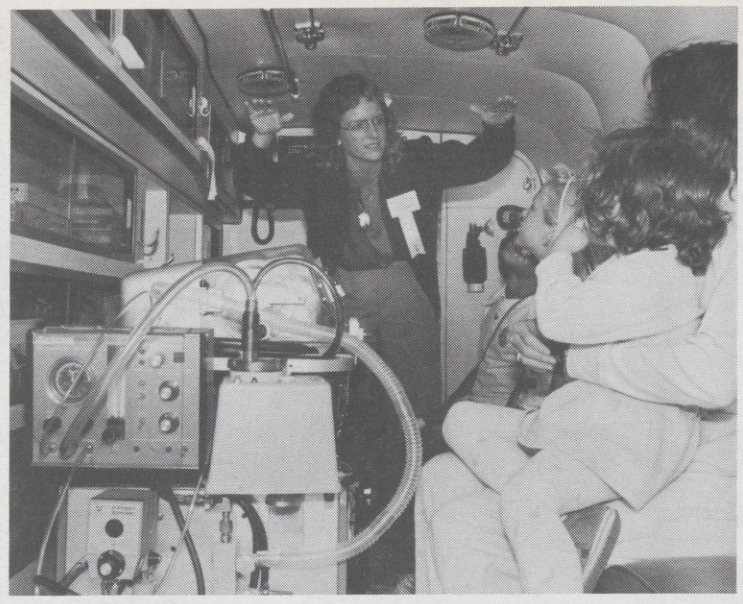
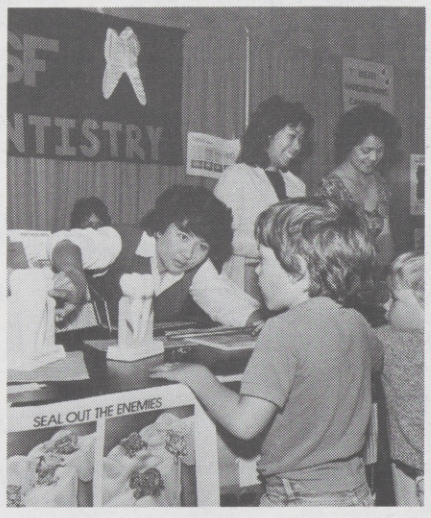


The October 12 UCSF Children's Health Fair was a hugh success with over 1,500 children and their families visiting a variety of booths and exhibits. Clockwise from left: Linda Bernstein of the School of Pharmacy discusses "heart healthy habits"; Pediatric Transport Service coordinator Nancy Dunn shows inside of ambulance; Kathy Schulte demonstrates puppet therapy; Adrianne Burton of Child Life Services, co-cordinator of the fair, looks on at a face-painting booth; children visit dentistry display; pediatric nurse practitioner and fair co-coordinator Sally Collard and her son, Drew, share popcorn with clinical nurse specialist Mary Margaret Gottesman.



Farewell After Taking Care of Medical Students for 18 Years

Georgeanne Donaldson has watched about 2,500 of her "children" grow up to become doctors.

Donaldson's work title is principal administrative analyst in the School of Medicine's Office of Student Affairs, but for 18 years she has been a confidant, financial advisor, commencement coordinator, troubleshooter and the person that seems to have the solution to every medical student problem.

After a total of 21 years at UCSF, Donaldson will retire at the end of December.

Donaldson and her husband, Bill, returned to the Bay Area in 1964 after spending four years in Texas, which included volunteer work as counselors for the Methodist Youth Fellowship. While seeking employment, a friend suggested UCSF, and she applied for a clerical position in the Department of Medicine. "I was surprised I got the job. I was over 40 and didn't have a whole lot of experience, but the University didn't hold that against me."

Three years later, she moved to the Student Affairs office. "I had missed working with students, and when the job became available, I knew immediately that's what I wanted."

Donaldson since then has been involved in the UCSF life of nearly every medical student from the first-day orientation to the commencement, which her office coordinates. By the time a student graduates, she knows each personally. "Every student has been special. They go through similar experiences, but each is unique," she says.

Georganne Donaldson with second-year medical student Franklyn Seabrooks.

Donaldson is one of the people students go to when they need someone other than a professor to talk to. During the rigors of medical school, sometime they just need a shoulder to cry on, she says. "Medical students are often insecure and they don't know their own worth. In the competitive world of medical school, it's tough for them to see how they stack up, and they're worried about their future. I just try to assure them that they're doing okay, and there's life after medical school," says Donaldson.

Have students changed over the years? "When I started in this office, we were in the midst of the free speech movement and the Vietnam War. It was a difficult time for students. They were committed to improving life and health, and the thought of participating in a war was hard for them," she says. "It was also a time when they were questioning the system and the relevance of everything, including some of the courses, to the problems in the world.

"Then in 1974 some students approached me and asked me to tell the faculty that they did not need to apologize for teaching basic sciences," says Donaldson.

"Today, their concerns are slightly different. They are concerned about their education and the way it is being presented. They want to make sure they learn in a way more meaningful than rote."

Donaldson will miss working with students. "I've enjoyed every bit of my time with them," she says. "The greatest pleasure has been seeing them grapple with medical school, mature and go on to have satisfying lives."

Each commencement — and she has not missed one in 18 years — is special but somewhat sad. "They're much like my own children," she says.

But they keep in touch. "They write us, send wedding invitations and pictures of their babies and visit when they're in town."

Saying goodbye every year to 140 people to whom she has grown close, however, made it easy when it came time for her own two daughters to leave home, she says.

Now, it is Donaldson's turn to say farewell. She will do a lot of gardening and spend more time with her grandson during retirement, and she and her husband plan to move near a university where they can benefit from the type of culture a college community attracts. They also hope to enroll in some courses.

Last month, Donaldson coordinated her final new student orientation. At that orientation, Robert Drickey, assistant professor of family and community medicine, was introduced as a group leader for first-year students. Drickey was a member of the entering medical school class when Donaldson came to student affairs.

"Things have come full circle," she says. "That tied up the package and my career here quite nicely."

Andy Evangelista